



GWT SAFEGUARDING POLICY STATEMENT

The GWT Safeguarding Policy sets out Trust's approach to preventing and reducing harm to children and adults at risk when they are in contact with staff, employees on contract (or other transitory forms of employment) or volunteers. It also covers the safeguarding of GWT Staff themselves when dealing with beneficiaries. For the purpose of this statement and the associated policy, children and adults at risk are both covered by the generic classification of vulnerable beneficiaries.

The policy aims to:

- Promote and priorities the safety and wellbeing of staff and vulnerable beneficiaries;
- Provide assurance to the families of beneficiaries, donors and other stakeholders that GWT takes reasonable steps to manage risks and keep vulnerable individuals safe;
- Ensure that everyone understands their roles and responsibilities in respect of safeguarding and is provided with the necessary information, training and support on safeguarding matters;
- Prevent the employment of individuals in working with vulnerable beneficiaries where they have been deemed by the relevant authorities, or GWT, to pose a risk to vulnerable groups;
- Ensure that appropriate action is taken in the event of any allegations or suspicions regarding harm to staff or vulnerable beneficiaries arising from contact with GWT staff, contract staff or volunteers, whether the alleged harm has taken place on GWT premises or not.

GWT's Safeguarding Policy also seeks to manage effectively the risks associated with activities and events involving vulnerable beneficiaries through:

- Completing a risk assessment process which involves identifying risks and means of reducing or eliminating them;
- Ensuring that the appropriate disclosure checks are conducted, depending on eligibility, for any individuals starting or moving into work which involves working with vulnerable beneficiaries;
- Requiring new employees and individuals involved in working with vulnerable beneficiaries to familiarise themselves with the content of this policy and the associated Standards.

The policy requires that any suspicions and allegations involving harm to vulnerable beneficiaries are referred to Senior Management in either Nepal or the UK, to determine what action, if any, must be taken. This will enable each situation to be investigated thoroughly, whilst treating the parties involved fairly and with sensitivity. It will also ensure that suitable steps are taken as a result of any investigations, which may include contacting the police and/or fulfilling the legal duty to refer information to local authorities or the Charity Commission in UK as required.

The procedure for managing suspicions and allegations aims to strike a balance between the need to protect vulnerable beneficiaries from abuse and the need to protect staff from false or unfounded accusations.



APW Howard

CEO GWT